

Message Text

UNCLASSIFIED

PAGE 01 JERUSA 00328 090706Z

12

ACTION PER-03

INFO OCT-01 NEA-10 ISO-00 /014 W
----- 052237

R 090600Z MAR 76
FM AMCONSUL JERUSALEM
TO SECSTATE WASHDC 7779

UNCLAS JERUSALEM 0328

FOR PER/ES, NEA/EX

E.O. 11652: N/A

TAGS: APER

SUBJ: IMPROVED PERSONNEL MANAGEMENT FOR FOREIGN SERVICES

RN: STATE 041387

IN A GENERAL MEETING OF CONGEN FSLE'S HELD GV MARCH 4,
1976 THE FOLLOWING SUGGESTIONS WERE UNANIMOUSLY ADOPTED
WITH REGARD TO THE STRENGTHENING OF FS LOCAL PERSONNEL
POLICIES AND MANAGEMENT.

A. JOB CLASSIFICATION

1. EMPLOYEES SHOULD NOT BE LIMITED BY POSITION'S GRADE
LEVEL IF EFFICIENCY AND WORKLOAD EXCEED JOB REQUIREMENTS
AND THERE IS NO CHANCE TO MOVE INTO A HIGHER GRADED
POSITION IN THE NEAR FUTURE.

2. SENIORITY SHOULD
NOT CONSTITUTE SOLE CRITERION FOR
PROMOTION AND TRANSFER TO HIGHER POSITION.

3. IF THERE IS AN OPPORTUNITY OF MOVING INTO A HIGHER
GRADED POSITION EMPLOYEE SHOULD BE GIVEN APPROPRIATE
RANK IMMEDIATELY AND NOT HAVE TO COMPLETE TRAINING

PERIOD OF 52 WEEKS.

UNCLASSIFIED

UNCLASSIFIED

PAGE 02 JERUSA 00328 090706Z

B. RETIREMENT POLICY

ANY EMPLOYEE HAVING SERVED 25 YEARS SHOULD BE ELIGIBLE FOR VOLUNTARY RETIREMENT WITH IMMEDIATE PAYMENT OF PENSION, IRRESPECTIVE OF AGE, AND ACCUMULATED SICK LEAVE SHOULD BE COUNTED AS AN ADDITIONAL PERIOD OF SERVICE.

C. EMPLOYEE MANAGEMENT RELATIONS

1. THE POST ADMINISTRATIVE OFFICER AND DPO SHOULD HAVE THE AUTHORITY TO PROMOTE THEIR FSLE'S WITHOUT HAVING TO OBTAIN APPROVAL FROM THE EMBASSY IN TEL AVIV.

2. CONTRACT EMPLOYEES SHOULD, AFTER ONE YEAR'S SATISFACTORY SERVICE TO TAKEN ON THE PAYROLL. THIS POST HAS TWO WATCHMEN EMPLOYED ON CONTRACT SINCE AUGUST 1968.

3. A GRIEVANCES OFFICER SHOULD BE APPOINTED FOR FSLE'S.

4. HIGH COST OF LIVING ADJUSTMENTS IN SALARY SHOULD BE MADE RETROACTIVELY OR AT LEAST PAID PROMPTLY.

5. IF AN EMPLOYEE AFTER 15 OR MORE YEARS'S SERVICE DECIDES TO RESIGN, THEY SHOULD BE ELIGIBLE TO APPLY FOR AND RECEIVE SEVERANCE PAY.

6. MATERNITY LEAVE SHOULD NOT BE CHARGEABLE TO SICK OR ANNUAL LEAVE OR LWOP. PRESENT LOCAL LAWS ALLOWS EMPLOYEE UP TO MAXIMUM OF 14 WEEKS MATERNITY LEAVE WITH FULL SALARY. THIS LEAVE IS CONSIDERED AS MATERNITY AND IS NOT CHARGEABLE TO ANNUAL OR SICK LEAVE.

7. FSLE'S AND FAMILIES SHOULD BE GIVEN IMMUNIZATION SHOTS AGAINST DISEASES.

8. FSLE'S SALARIES SHOULD BE BASED ON US\$ IN ORDER TO AVOID THE LOWERING OF THEIR PURCHASE POWER DUE TO LOCAL DEVALUATION.

D. PROFESSIONAL DEVELOPMENT OF FSLE'S.

UNCLASSIFIED

UNCLASSIFIED

PAGE 03 JERUSA 00328 090706Z

CORRESPONDENCE COURSES FOR ADMIN. AND GENERAL SERVICES EMPLOYEES, SIMILAR TO THE ALREADY EXISTING CONSULAR AND ECONOMIC COURSES SHOULD BE INSTITUTED PREFERABLY WITH CHANCE OF TRAINING IN WASHDC.
NEWLIN

UNCLASSIFIED

NNN

Message Attributes

Automatic Decaptioning: X
Capture Date: 01 JAN 1994
Channel Indicators: n/a
Current Classification: UNCLASSIFIED
Concepts: TEXT, MILITARY PROCUREMENT, BUDGETS, AIR FORCE, MILITARY PLANS, PROGRAMS (PROJECTS)
Control Number: n/a
Copy: SINGLE
Draft Date: 09 MAR 1976
Decaption Date: 01 JAN 1960
Decaption Note:
Disposition Action: n/a
Disposition Approved on Date:
Disposition Authority: n/a
Disposition Case Number: n/a
Disposition Comment:
Disposition Date: 01 JAN 1960
Disposition Event:
Disposition History: n/a
Disposition Reason:
Disposition Remarks:
Document Number: 1976JERUSA00328
Document Source: CORE
Document Unique ID: 00
Drafter: n/a
Enclosure: n/a
Executive Order: N/A
Errors: N/A
Film Number: D760088-0623
From: JERUSALEM
Handling Restrictions: n/a
Image Path:
ISecure: 1
Legacy Key: link1976/newtext/t19760381/aaaactfy.tel
Line Count: 113
Locator: TEXT ON-LINE, ON MICROFILM
Office: ACTION PER
Original Classification: UNCLASSIFIED
Original Handling Restrictions: n/a
Original Previous Classification: n/a
Original Previous Handling Restrictions: n/a
Page Count: 3
Previous Channel Indicators: n/a
Previous Classification: n/a
Previous Handling Restrictions: n/a
Reference: n/a
Review Action: RELEASED, APPROVED
Review Authority: ShawDG
Review Comment: n/a
Review Content Flags:
Review Date: 30 AUG 2004
Review Event:
Review Exemptions: n/a
Review History: RELEASED <30 AUG 2004 by meiwc>; APPROVED <08 DEC 2004 by ShawDG>
Review Markings:

Margaret P. Grafeld
Declassified/Released
US Department of State
EO Systematic Review
04 MAY 2006

Review Media Identifier:
Review Referrals: n/a
Review Release Date: n/a
Review Release Event: n/a
Review Transfer Date:
Review Withdrawn Fields: n/a
Secure: OPEN
Status: NATIVE
Subject: IMPROVED PERSONNEL MANAGEMENT FOR FOREIGN SERVICES RN: STATE 041387
TAGS: APER, MILI, PFOR, NATO, AWACS, (CANNON, HOWARD W), (RUMSFIELD, DONALD H),
To: STATE
Type: TE
Markings: Margaret P. Grafeld Declassified/Released US Department of State EO Systematic Review 04 MAY 2006